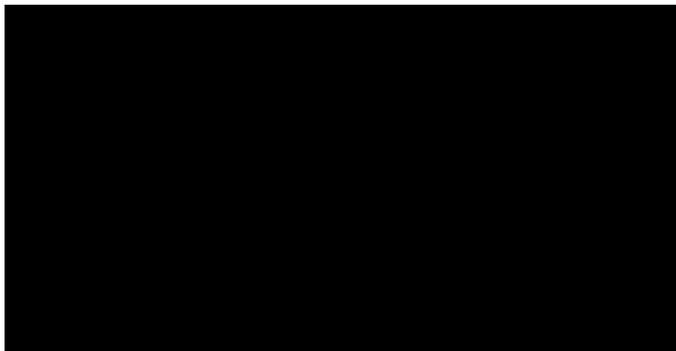


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. . . . The 93rd meeting of the CIA RETIREMENT BOARD  
convened at 1:35 p.m. on Thursday, 18 July 1968, with the following present:



25X1A9a

25X1A9a



Shall we look at the Minutes of the 92nd

Meeting?

25X1A9a



: Paragraph 10, page 3 of the Minutes. I

didn't get the idea that we were actually going to ask [redacted] to 25X1A9a

25X1A9a

come here. And actually what I'm doing is getting a statement from Jim

[redacted] describing in greater detail some of their

activities -- which I think will answer the purpose here. But I don't

remember this as the way we had left it--

25X1A9a



We all heard it differently, including the

25X1A9a

Recording Secretary. I understood you to say you were going to talk to

[redacted] and get a statement from him -- I don't think it was defined

whether it would be written or oral.

25X1A9a



In any event, I don't think this is what was

contemplated. And I have such a statement in preparation now but it's not

ready for today's meeting, so we will have to scratch the [redacted] case 25X1A9a

from the agenda for today.

25X1A9a



Are there any reasons why it would be

desirable for John to come before the Board?

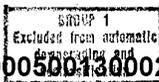
25X1A9a



We could ask him questions.

I think, though, you would want to first see

the statement and see if that doesn't provide the necessary information.



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25X1A9a

25X1A9a [REDACTED] Although we never quite got to it, I'm not sure that [REDACTED] wouldn't qualify even under (11)(c) by the nature of his duties. I would guess the statement would probably be adequate.

25X1A9a

25X1A9a [REDACTED] Okay. If there are no changes or additions to the Minutes, we will accept them as presented and go on to the first agenda item, which is the case of Mr [REDACTED] who meets the basic criteria for designation and has completed more than 15 years of Agency service.

25X1A9a

[REDACTED]: I move we offer him an election.  
Second.

25X1A9a

. . . This motion was then passed . . .

25X1A9a

[REDACTED] The case of [REDACTED], who will shortly - within six months - complete 15 years of Agency service, which entitles him to a vesting--

25X1A9a

[REDACTED] I move we offer him an election when the 15 years have been completed.

25X1A9a

[REDACTED] Second.  
. . . This motion was then passed . . .

25X1A9a

25X1A9a [REDACTED] Item C is [REDACTED], who is applying for voluntary retirement. He is 53, and he has performed more than 60 months of qualifying service, more than 20 years of Federal service, and more than 15 years of Agency service.

25X1A9a

[REDACTED] One thought on this which I might mention to the Board to refresh your memory. I was checking the contract employment, and if I understand correctly, you said 16 years -- which I guess comes out right -- but he will not be covered for six months of that contract employment. In other words, for that period from January 1, 1955, on, he is not covered, but he is covered for the two and a half years before that.

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25X1A9a [REDACTED] Yes.

25X1A9a [REDACTED] It's contract employment where he is covered under Social Security . Prior to January 1, 1955 is covered -- any subsequent contract employment prior to entry on, is not covered. So you have excluded that six months?

25X1A9a [REDACTED] Yes.  
[REDACTED] Other than that, I would certainly recommend that he be allowed to voluntarily retire.

25X1A9a [REDACTED] Second.  
. . . This motion was then passed . . .

25X1A9a

25X1A9a [REDACTED] Now we go on to some unusual cases. We're going to skip the [REDACTED] case today. We will table that until the next meeting.

25X1A9a We come to [REDACTED] This individual is age 59, has 16 years of Agency service, 26 years of Federal service, and 53 months and nine days of qualifying service -- is deficient by some six months and 21 days.

25X1A9a [REDACTED] If I can help -- I'm very familiar with this case.  
[REDACTED] I'm a little bit puzzled at the remark under paragraph 8 on the check list. It says: Subject has vested right to elect to remain in the System.

25X1A9a [REDACTED] He was in the System, and on the basis that he had more than 15 years of Agency service--

25X1A9a [REDACTED] Once in the System, he would acquire a vested right.

25X1A9a [REDACTED] was in the System. We brought him in after some deliberation because he had a year and a half to go, and he only needed six months -- so he could have gotten it -- and therefore we brought him in. When the 15 years rolled around he had not had the additional

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service, so we put him out of the System. He therefore was entitled to opt now for age 62 retirement. And what he is saying here is: I'll get out at 59 and a half if you can see at least six months of my service as being qualifying, really, under (11)(c). As explained in the memo here, George has been in charge of a COMINT effort and has been heavily involved in cryptanalysis and traffic analysis, and truly the type of effort that seems to me falls very well within this idea that he definitely can't talk about it and there is certainly no comparable activity on the outside.

25X1A9a [REDACTED] Is he still involved in this work?

25X1A9a Yes. Also significant, I believe, is

Mr. [REDACTED] statement that he would welcome the retirement of Mr. [REDACTED] 25X1A9a to unblock this key GS-15 position, to which he would like to move some younger, high potential officer.

Also, Emmett, I made a little note here for myself that when we previously considered this case you had written him a letter -- I refer to paragraph 3 of your letter of 6 October 1966:

25X1A9a "3. If it is the Board's recommendation that Mr. [REDACTED] be removed from the System, such action could adversely affect his entitlements under the System and would therefore require that Mr. [REDACTED] be notified, through the Head of his Career Service, of the Board's tentative conclusion and of his right to submit any pertinent information to the Board in accordance with the provisions of paragraph c. (3) of [REDACTED] 25X1A9a 25X1A

Again, this was when we were all feeling our way here, and my thought was that today we would probably urge immediate consideration of possible domestic qualifying service before we put him out and then, kind of foolishly, later on bring him back in on the basis of something he already had. It would seem to me that now when we're ready to put somebody out because he's shy five or six months, now we would say - "Well, let's take a look at his domestic service" - and probably save a couple of exercises.

25X1A9a [REDACTED] I feel this fellow is qualified and I would like to move his admittance.

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25X1A9a



Second.

May I discourse? On what premise, Paul? On the (11)(c) premise or on the premise that he has, in fact, or is performing domestic qualifying duty?

25X1A9a



Well, looking at his record as a whole, that it just makes good sense -- and taking into account, also, management's objectives in this case for taking steps to renew the service.

25X1A9a



We discuss around the table - is it (11)(c), is it qualifying, and so on -- but when we finally go to press on it, we usually say - taking the thing as a whole. The record will show what we considered. But we have sort of stayed away from citing anything specific.

25X1A9a



The point I was trying to make is that if Paul was saying, in effect, that performance of his COMINT duties constitutes domestic qualifying service, then we might have a whole bunch of people--

25X1A9a



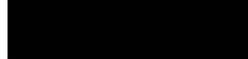
I say that is one thing we have to toss in the balance. To me, to feel some of these things -- sometimes I feel good about a case, sometimes I feel bad--

25X1A9a



Just again for the record here, my thought here is it is more clearly (11)(c) -- at the time of retirement, looking at it retrospectively - yes, this man would be disadvantaged to the extent of this work. But yes, you need all the rest of it. And six months is not very much--

25X1A9a



That was the basis for my seconding the motion.

25X1A9a



Emmett, is there an error here? I notice your memo of October, 1966, refers to [redacted] as a GS-12. 25X1A9a

25X1A9a



Yes, that was a mistake. He has been a GS-15 for a good many years.

25X1A9a



There is no question but what he will retire? He will retire -- and two and a half years

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earlier than he might otherwise.

25X1A9a [redacted] I'd like to say that in submitting this upward for approval I would like to state that this recommendation of the Board is based in part upon his stated intention to retire at age 59 and a half in December of 1968.

25X1A9a [redacted] Instead of at age 62. To facilitate a retirement sought by management. Okay. Any further discussion on the motion?

(No response.)

. . . This motion was then passed . . .

25X1A9a [redacted] The next case is that of [redacted] who has 45 months and one day of qualifying service.

25X1A9a [redacted] I have kind of a complicated question -- and Murray was out of the office, so I couldn't straighten it out with him. I would like to just clarify the timing. This man claims in his write-up that leads to the six years, 28 months in EUR - overseas, but you (indicating 25X1A9a [redacted] say 25 months, 13 days. Much more significantly, he claims 12 and a half months in the period '60 through '61 there -- and you say two months and 18 days. There is a big discrepancy here. And if he was right, then he truly is about home on this thing. You say from December 1960 to February 23, 1961, two months and 18 days -- and he says 12 and a half months.

25X1A9a [redacted]: It's on page 5 of Attachment A -- April 1960 to June 1961 -- he was assigned to a location outside the continental limits of the United States. That location was--

25X1A9a [redacted] [redacted] 25X1A6a  
L: Yes, [redacted] 25X1A6a

[redacted] 25X1A6a

25X1A9a [redacted] Okay. I just wondered.

25X1A

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still came through pretty clearly to me.

25X1A9a [REDACTED] Is he merely seeking a vested interest this time, or is he seeking to retire--

25X1A9a [REDACTED] That doesn't come through clearly. It just says he wants in the System -- and this may be do or die for him. He isn't committing himself to actually retiring.

25X1A9a [REDACTED] Why shouldn't we check on that aspect? We haven't gone very far in admitting domestic service except in a case where a man was on the point of retiring. And this would be a new departure.

25X1A9a [REDACTED] It would be -- but we're coming closer here to hazardous duty--

25X1A9a [REDACTED] case, he didn't retire, did he?

25X1A9a [REDACTED] He elected not to come into the System. But in that case we were seeking for domestic duty as equating foreign duty, without reference to a pending immediate retirement.

25X1A9a [REDACTED] Was that that fellow out in [REDACTED] some- 25X1A6a place?

[REDACTED]: He was a security man who was put up by the Office of Security as exemplifying a certain group of individuals in the entire Security structure whom the Office of Security felt could be granted qualifying duty. And we went over those cases very carefully and concluded that certain types of actions and certain types of activities on the part of these people within this special group, we would give them qualifying duty for -- but not all of it - for instance, the escorting of defectors--

25X1A9a [REDACTED] But this man has quite a bit--

25X1A9a [REDACTED]: That was the experience I used -- our experience with the [REDACTED] case.

25X1A9a [REDACTED] I don't think of this as (11)(c).

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25X1A9a [REDACTED]: I don't either. Not at all.  
Let's say you went to the man and he said:  
No, I don't plan to retire, but this may well be my last tour and therefore  
it's pretty critical that I have a decision from you whether I need these two  
more months or not. I think there is sufficient justification here to make a  
ruling on his service.

25X1A9a [REDACTED] Going through the same process as Mike  
described, I made the judgment that he did indeed have the necessary qualifying  
time based on similarity to past cases with some of this activity we thought  
was qualifying.

25X1A9a [REDACTED]: And without reference to retirement.  
I don't even think there is a great difference  
between our judgment here not many weeks ago of [REDACTED] being sufficiently 25X1A6a  
difficult and hazardous, [REDACTED] -- even if it's 25X1A6a  
not outside the continental limits -- it's really unusual type of duty. 25X1A

25X1A9a [REDACTED] [REDACTED]  
Oh very definitely. I certainly would be  
willing to make a recommendation that we find 13 months-- It's almost  
15 months, isn't it? Oh no -- he will do two more months after the 45  
before his tour is over. So it's 47 months -- therefore we need only 13  
months out of all his service--

25X1A9a [REDACTED]: 13 months and 12 days, I found.  
Anyway, the motion would be that we do find  
the necessary 13 months, based on his entire record of hazardous duty. His  
tour is not over until September -- so he will get that in.

25X1A9a [REDACTED] This is a very important decision to him  
and we can't afford to make any mistakes.

25X1A9a [REDACTED] He is apparently willing to [REDACTED] accept it if  
we found only 11 months.

25X1A9a [REDACTED] I wonder if we couldn't avoid pinning it down

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to the months and days, just in case there is an error here or he comes back two months sooner than he thinks he will.

25X1A9a [REDACTED] I guess we have two questions -- one, what he is advised, and the other one is what the Board says about his qualifying service.

25X1A9a [REDACTED] Is it conceivable we could say: The Board has reviewed his past service, including his present tour, and unanimously agrees that upon completion of his tour he meets the requirement of 60 months of qualifying service. That begs the question. It doesn't add up the figures, but leaves it loose.

25X1A9a [REDACTED] I'm afraid we could sit here all day and quibble about each 13 and 14 day period. But we all did our homework -- and Mike and I came up with 13 months--

25X1A9a [REDACTED] Well, I think that would be a little dangerous, Mr. Chairman, because if something happened to him tomorrow somebody might say - "Well, he was to stay on until September, at which time the Board found he would have completed it." I think we ought to pass on it right now.

25X1A9a [REDACTED] Right.  
[REDACTED] Otherwise it might create some problems.

Either find him qualified or not qualified, and on his entire record.

25X1A9a [REDACTED] You don't want to say - based on completion of his tour?

[REDACTED] L: Yes, we know he is going to stay on until September.

25X1A9a [REDACTED] Now it's pushing a little bit. I'd like to say "upon completion of his tour" and not pin it down.

25X1A9a [REDACTED] Except, suppose he got run over tomorrow -- he would not be in the System. Now maybe that is the completion of his tour, if he dies. But that could raise some question in the minds of some people. I think we ought to find for, or find "no", right now.

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25X1A9a [REDACTED] When is he due back?  
[REDACTED]: His 18 months will be up in August but  
he says he's not going to be back until September.

25X1A9a [REDACTED] 18 February -- 18 months.  
[REDACTED] If he has taken home leave in the middle  
of it, that is added on to his tour.

25X1A9a [REDACTED] I guess what we are saying, we have already  
given him credit for 47 months -- if we take off the 10 months from this  
12 and a half months, we are saying of the 23 other months he has outlined  
here, we are going to give him 13 to 15 months -- that is about what it amounts

to.  
25X1A9a [REDACTED] I think we have to find anywhere from 13  
25X1A9a [REDACTED] to 15 months -- because I take it that [REDACTED] has already found 45 months  
25X1A [REDACTED] and one day [REDACTED]

25X1A9a [REDACTED] That is right.  
[REDACTED]: So we know he has 45 months. Now we  
have to find fifteen--

25X1A9a [REDACTED] But if you strike the 10 months difference of  
opinion between his 12 and a half months and the two months and 18 days  
that they gave, then he is down to about 23 other months of service which he  
is putting up as qualifying, and out of that we have to find 13 to 15 months as  
qualifying service -- 13 months if he stays on until September, which he says  
he will -- and that I found very easy to do.

25X1A9a [REDACTED] I went back and reviewed the [REDACTED] case

25X1A9a [REDACTED] and the comments we made on that case, and I used that as guidance for this  
case. And I took each one of the paragraphs that he has outlined here, and  
I must have found 15 or 20 that I didn't allow for -- well, I didn't "not allow"  
for them, except to say I needed more information here. But the ones that

25X1A9a I felt fell within the [REDACTED] case, I found a little over 13 months. So if you add  
that to the 45 you would get 58 months and some days -- and I felt that

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certainly on one of the 15 or 18 that I refused to accept without additional information, I daresay he could come in here and explain a little further and we would have found the additional month and a half.

25X1A9a [REDACTED] Again, Mike, the 17 months is from February 1967 to 18 July -- and he is going to stay until September -- so you've got another two months there.

25X1A9a [REDACTED] So that even strengthens the case.  
When these people in Vietnam come back -- they come back twice in the course of a tour for a month's leave -- does that count toward their overseas--

25X1A9a [REDACTED]: Yes.  
[REDACTED] We don't give them the travel time -- and that is one of his problems here. I notice there is even a two months difference

25X1A9a [REDACTED] on his tour in Europe -- he said he was there 28 months, and you (indicating [REDACTED] say 25 months and 13 days -- was it departure to arrival in his case?

25X1A9a [REDACTED] I'm not sure now--  
I think based upon the entire record I could find this man's duty to be qualifying.

25X1A9a [REDACTED] That, to me, is the safest thing to do, without getting down to the days, weeks, and months. We have lots of evidence here that he was an eager beaver in volunteering for overseas assignments, has in fact gone overseas, and is now overseas.

25X1A9a [REDACTED] Say: as of this date we find sufficient qualifying service to allow him to be a participant.

25X1A9a [REDACTED] And at the same time, without exposing ourselves to opening up a precedent for the other security cases.

25X1A9a [REDACTED] Well, I think we will probably be getting them, too.

25X1A9a [REDACTED] Well, are we ready for a vote? or a resolution?

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25X1A9a



Mike, I think you actually made one.

: I'll make that in the form of a motion

that based on the entire record--

25X1A9a



-- of the individual's career, we find him

to have performed 60 or more months of qualifying service.

25X1A9a



Second.

. . . This motion was then passed . . .

25X1A9a

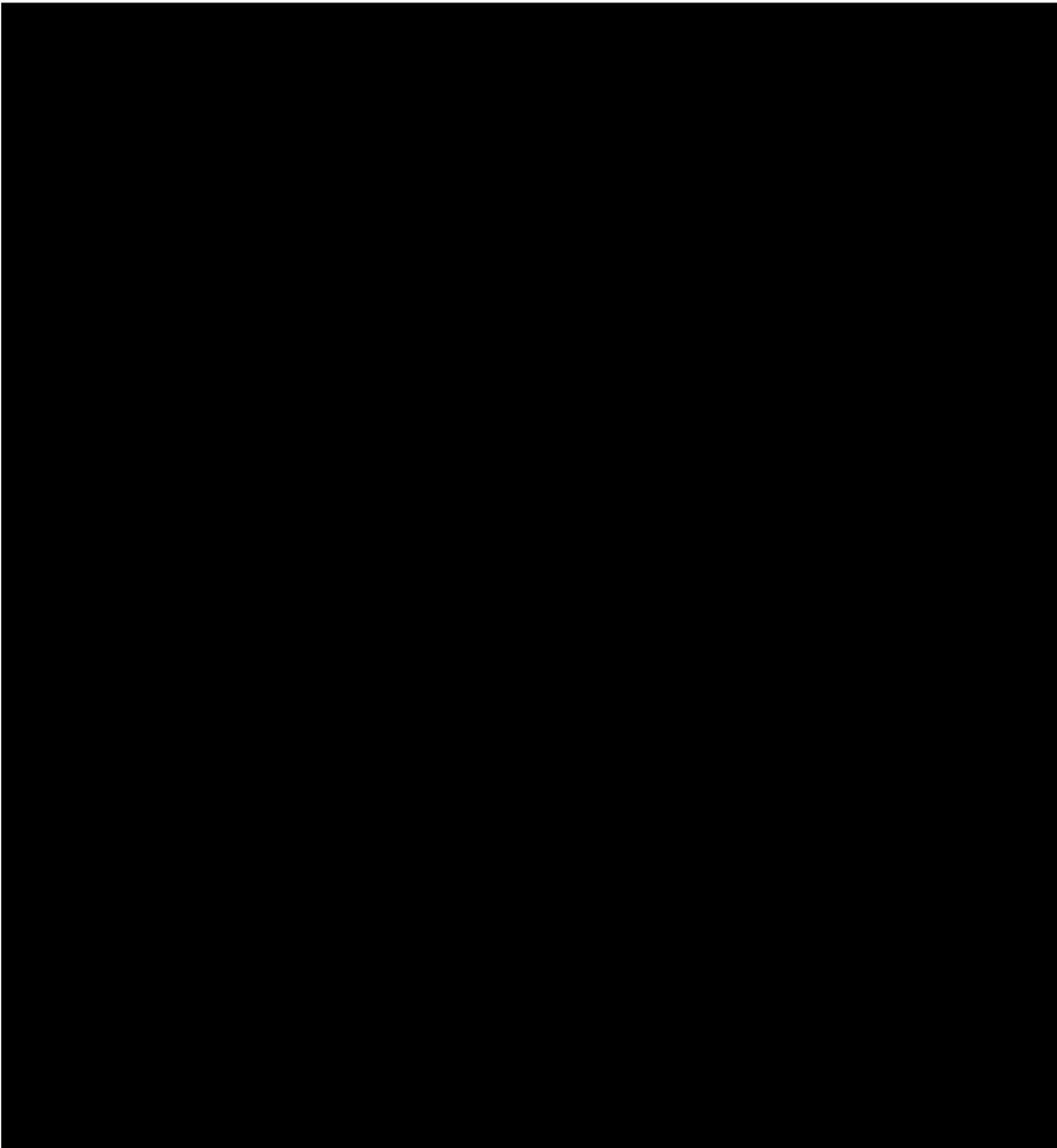
25X1A9a



Next case -  I didn't

get this far in my homework. I got up to this case.

25X1A9a



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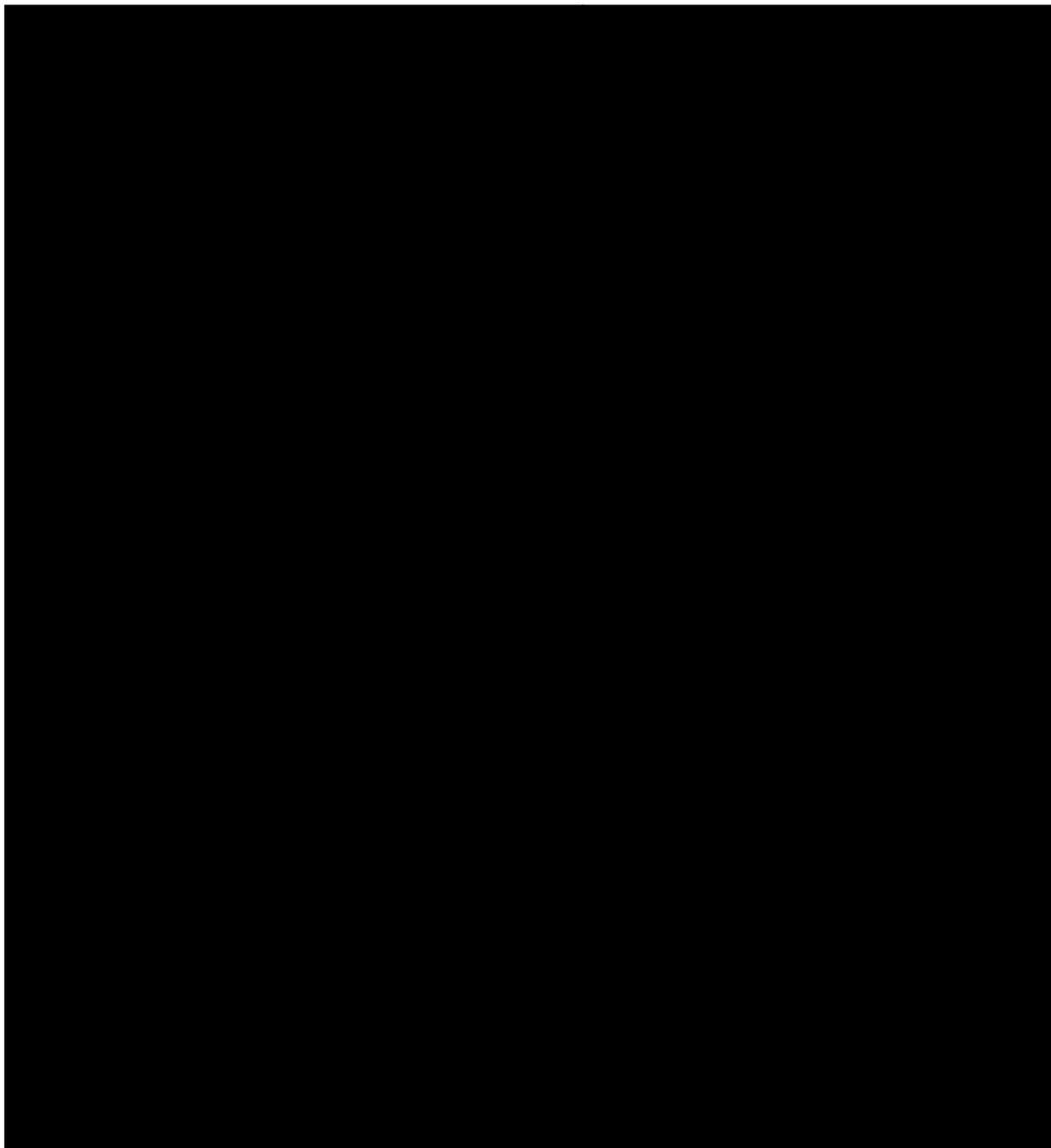
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which he never, evidently, was able to extricate himself. And it was as a result of that initial going in the hole that his wife got part-time work as a teacher. She may be teaching now -- I don't know.

25X1A9a [REDACTED] Mike, if I may correct the record, part of the claim was the loss of his wife's salary -- she had resigned because she was getting ready to go -- and her salary for a period was part of his claim.

25X1A9a [REDACTED] Yes, you're right. Now it comes back to me. But she did have to go back to teaching, and when she went back it was on a part-time basis. Now whether she is working full-time or part-time today,

25X1A9a I don't know.



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insurance, I would imagine.

Well, I'm willing to make the motion that we recommend to the Director of Personnel that this man be extended for one year.

25X1A9a [REDACTED] I second the motion.

25X1A9a [REDACTED] I think that motion should be amended with appropriate caveats, that the Board feels that this should not be a continuing thing. I mean, suppose he says - "Well, look, I was unable to make it in a year -- I need another year"?

25X1A9a [REDACTED] Well, I realize the Director keeps doing this. We are not saying we will or we won't, but there is certainly nothing to indicate that we would do it again. Are you saying we should write into it: "No further extension will be considered"? We have done that.

25X1A9a [REDACTED] It doesn't seem to matter -- they're coming back that way anyhow.

25X1A9a [REDACTED] Yes. All we would be doing is beating the Director to it by putting it in our recommendation. And even that wouldn't really inhibit us, if we thought we had a good case, from saying - "Despite that fact you said that, we still recommend-- Well, Joe will get the word, whether he gets it via the D/Pers-- When the Director sends it back that is what it will say. But I think there were one or two that he didn't put it on, and I don't know whether it was just an omission on his part, or he meant it--

25X1A9a [REDACTED] He didn't put it on [REDACTED] 25X1A9a  
How did he get to stay on to age 62 in the first place?

25X1A9a [REDACTED] He was one who received word in 1964 when the policy was age 62, that he would have to retire in 1969 -- and there was no change in his retirement date even though the policy changed to 60.

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25X1A9a [REDACTED] I suppose in general we would mention the fact that by and large it is a compassionate case, obviously.

25X1A9a [REDACTED] Alan, did you finish your comment about the caveats?

25X1A9a [REDACTED]: I'll withdraw it.

25X1A9a [REDACTED] It has been moved and seconded we endorse the extension of [REDACTED] for one year.

. . . This motion was then passed . . .

25X1A9a [REDACTED] Next case, Harry Lee.

25X1A9a [REDACTED]: I move we extend for one year.  
[REDACTED] Second.

. . . This motion was then passed . . .

25X1A9a [REDACTED] That motion is based on hardship? Because you know, it's specifically stated in the Director's policy statement that these people were not supposed to receive special consideration by reason of the nature of their employment.

25X1A9a [REDACTED] The policy does not spell out any special consideration for this type of --

25X1A9a [REDACTED]: In fact it does the contrary -- it rejects special consideration for just this type, as I read it. The question came up and it was turned down cold.

25X1A9a [REDACTED] He is not being considered for extension because reliable chauffeurs are hard to find, and that sort of thing. That was ruled out, as I recall.

25X1A9a [REDACTED] But don't you think that, in context, there was consideration given to - "Let's automatically sort of exclude the GS-7's or below" -- and that was ruled out. But on a case-by-case basis, I think the Board has leeway - of saying yea or nay.

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25X1A9a [REDACTED] In other words, this one (case of [REDACTED])  
25X1A9a is hardship, and that is the only criterion.

25X1A9a [REDACTED] And a hard to recruit category.

Well, are we through with the cases?

25X1A9a [REDACTED] Yes.  
[REDACTED] I have two little pieces of information I would like to pass on to the Board. Maybe you all know this -- but active duty tours for training outside of the Agency -- in other words, not while you're working for the Government -- count toward your annuity. In other words, if a fellow has done six 2-week active duty training tours as a Reservist before he came into the Government, that is 12 more weeks--

25X1A9a [REDACTED] They take out for Social Security there, you know. That is under Social Security.

25X1A9a [REDACTED] By law, reservist time--  
[REDACTED]: Prior to the time ... (inaudible) ...  
[REDACTED] Prior to 1957, yes.

I have some statistics here which we had to get up for another reason, and there are 544 people who will be - by 1 January 1969 - qualified for retirement under the CIA System. Of these, 360 are in the Clandestine Services, 147 Support, 26 Intelligence, 8 in Research, and 3 in the Office of the Director. The more interesting thing, I believe, is that of the 360 in the Clandestine Services 234 are Grades 13, 14, and 15. This sort of confirms the high concentration of this age group at the 13, 14 and 15 level.

25X1A9a [REDACTED]: By when?  
[REDACTED] By this next January. One of the significant factors, I think, is the effort being made to open it up, and this is the group, generally, that you are sort of shooting for.

I thought that might be interesting to the Board.

25X1A9a [REDACTED] Can anyone say anything about the visit

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to the Hill yesterday by Colonel White and the Admiral?

25X1A9a [REDACTED] Yes. Bob Wattles went along, so I got sort of a first-hand report. It was the full Committee, with L. Mendell Rivers very much in charge, and most of the key members there - Bates, Porter Hardy-- And Admiral Taylor did the talking. He apparently got into a little bit of trouble, or was heading toward trouble, but he quickly recognized it and turned it over to Col. White. And there were some questions -- mostly friendly. One in particular, of course, was: Is there a provision for the salaries to go downward if the cost of living goes downward? And we had to admit - no, that it was a one-way street -- but in today's climate that is like providing for a reversal in the law of gravity, or something. But it was brought up. There was a statement of - "I can't believe that you could get 12.2% behind" -- so we're being asked to give them the arithmetic. In other words, he didn't think there was that much difference between the annual base and the 3-month base of the two systems to get that much behind. At the appropriate time Mendell Rivers said, "If there is no further discussion, are there any objections?" And within 10 seconds after he said that, "So ordered" -- which, translated, means it's reported out to the floor. So it's out of the full Committee in the House.

25X1A9a . . . Mr. [REDACTED] joined the meeting at this point . . .

25X1A9a [REDACTED] John, I was just telling what happened before Mendell Rivers.

25X1A9a [REDACTED] The Committee has approved it. That is why I'm late -- because I was working on some examples.

25X1A9a difference?

[REDACTED] What is the explanation for the 12.2%

[REDACTED] Mechanical application of the formulas in the law.

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25X1A9a



And is it retroactive?

Yes indeed! For example, one of the

examples we had worked up -- which, again, I hadn't fully focussed on -- but let's take two assumed retirements with an annuity of \$6,000 on 1 July 1965 -- the Civil Service man's annuity today is \$7,009.00, the CIA Retirement annuity is \$6,276.00, as of today. This is what really bothers

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and other people, the figures work out to that much of an increase -- which is really 16.8%, in effect, in a three year period.

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16.8% - that is the total increase the Civil

Service has had, but ours does drop it--

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12.4.

this Board?

Any status report on plans to reorganize

one.

I haven't heard anything. I can't give you

John, I was about to venture, without really knowing -- just based on what Bob Wattles said -- that the thought was that they would not put it back into Committee in the Senate but take it right out to the floor.

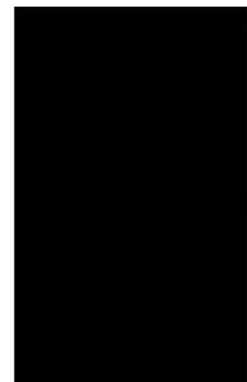
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They will probably not hold Committee

hearings in the sense they had the one yesterday, but will simply report it out.

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You think it will pass?

encouraged.

I'm very much encouraged -- very much

By when, John?

This year.

Very good!

Any other New Business? (No response.)

. . . . The meeting adjourned at 2:40 p.m. . . . .

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